

# Lowell School District 71

Code: **KLD**  
Adopted: 12/10/90  
Readopted: 5/19/14  
Orig. Code(s): KLD

## Public Complaints about District Personnel

When a complaint about personnel is made directly to the Board as a whole or to a Board member as an individual, it will be referred to administration for study and possible solution. The individual employee involved will be advised of the nature of the complaint and will be given every opportunity for explanation, comment and presentation of the facts as he/she sees them.

If necessary, the administration, the person who made the complaint or the employee involved may request a hearing with the Board for the purposes of further study and decision. The Board has the option to hold the hearing. If the Board chooses to hold a hearing, it will be in executive session unless the affected employee requests otherwise. Generally all parties involved, including the school administration, will be asked to attend such a meeting for the purposes of presenting additional facts, making further explanations and clarifying the issues.

The Board will conduct such hearings in as fair and just a manner as possible and reserves the right to request a disinterested third party act as moderator to help reach a mutually satisfactory solution.

END OF POLICY

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### Legal Reference(s):

[ORS 192.660](#)

[ORS 332.107](#)

[OAR 581-022-1940](#)

### Cross Reference(s):

BDDH - Public Participation in Board Meetings

KL - Public Complaints